



# 2025 BENEFITS SUMMARY

## Plans Effective: January 1 - December 31, 2025

At Verra Mobility, we care about you. That's why we offer benefits to support your physical, emotional, financial, social, and career well-being. If you are an active, full-time employee and are regularly working 30 hours or more per week, you are eligible for benefits on the first day of the month following your hire date.

### MEDICAL INSURANCE

Verra Mobility offers three medical plan options through Blue Cross Blue Shield of Arizona (BCBS): Two High Deductible Health Plans (HDHP) and one traditional PPO plan. The two HDHP plans provide a choice between a **BROAD** national PPO network and a **NARROW** High-Performance Network (HPN) option. The Narrow Network option does provide deeper discounts on charges for care but has fewer providers and facilities available. Please be sure to check on provider availability in your area before committing to the Narrow Network option.

### MEDICAL PLAN MONTHLY COSTS

COVERAGE TIER	BASIC HDHP NARROW NETWORK	BASIC HDHP BROAD NETWORK	ENHANCED HDHP NARROW NETWORK	ENHANCED HDHP BROAD NETWORK	PREMIUM PPO BROAD NETWORK
Employee Only	\$20.00	\$52.11	\$79.05	\$121.18	\$320.57
Employee + Spouse/Partner	\$102.02	\$169.44	\$227.07	\$315.53	\$740.96
Employee + Child(ren)	\$50.00	\$107.79	\$156.29	\$232.12	\$589.63
Employee + Family	\$209.42	\$309.27	\$395.76	\$526.77	\$1,100.33

### PREMIUM SUBSIDY PROGRAM

Verra Mobility provides an additional medical premium subsidy for all benefits-eligible employees who earn an annual base salary under \$50,000.

- Employee Only: \$20
- Employee + Spouse/ Partner
- \$50, Employee + Child(ren): \$50
- Employee + Family: \$75.

### TOBACCO SURCHARGE/CESSATION PROGRAM

If you use tobacco, a \$50/month surcharge applies. Qualify for a non-tobacco discount by completing the American Lung Association cessation program at no cost.

### DENTAL INSURANCE

Verra Mobility offers three dental insurance plans through Delta Dental. The Basic DPPO and Enhanced DPPO plans offer in- and out-of-network benefits, providing you the freedom to choose any provider. The DHMO plan offers lower premiums and a set fee schedule for services, but it requires you to only visit in-network DHMO providers for coverage. The PPO dental plan offers orthodontic coverage for adults and children age 8 and older. The DHMO plan also offers discounts on orthodontia.

### VISION INSURANCE

Vision Service Plan (VSP) provides a wide network of eye care professionals, where members have access to quality eye exams, prescription eyewear, and contact lenses. VSP promotes healthy vision and provides convenient and affordable eye care services to its members.

### HEALTH SAVINGS ACCOUNT

If you enroll in the Basic HDHP plan or the Enhanced HDHP plan, you are eligible to open and fund a Health Savings Account (HSA) through HealthEquity. An HSA is a savings account that you can use to pay out-of-pocket healthcare expenses with pre-tax dollars.

If you fund an HSA, Verra Mobility will help you save by matching your HSA contribution up to these annual limits.

- Employee only: Up to \$700
- Employee + Spouse: Up to \$1,200
- Employee + Child(ren): Up to \$1,200
- Employee + Family: Up to \$1,700

## FLEXIBLE, SPENDING ACCOUNTS

Verra Mobility offers two flexible spending account (FSA) options – the healthcare FSA and the dependent care FSA – which allow you to pay for eligible expenses with pre-tax dollars. The FSAs are administered by HealthEquity.

## LIFE AND A&DD INSURANCE

Verra Mobility provides basic life and AD&D insurance at no cost through Prudential to all benefits-eligible employees. You also have the option to purchase supplemental coverage for yourself, your spouse, and your dependent children through Prudential.

- **Life benefit amount:** 1x annual earnings up to \$400,000
- **A&DD benefit amount:** 1x annual earnings up to \$400,000

## DISABILITY INSURANCE

Verra Mobility automatically provides short-term and long-term disability insurance through Prudential to all benefits-eligible employees at no cost. Disability insurance is designed to help you meet your financial needs if you become unable to work due to an injury or illness.

## CARROT FAMILY-FORMING BENEFITS

Carrot provides family-forming benefits to all employees and their partners and spouses who are enrolled in a Verra Mobility medical plan. Family-forming benefits include adoption services, surrogacy, freezing, and storage of eggs or embryos, or access to an expert to guide you through your options and resources (up to \$10,000 annually, with a lifetime benefit maximum of \$30,000.).

## SUPPLEMENTAL INSURANCE

Verra Mobility provides you with the option to purchase Accident Insurance, Critical Illness Insurance, and Hospital Indemnity Insurance through Cigna for additional protection.

## PARENT PARENTAL LEAVE

Verra Mobility offers new parents up to six (6) weeks of paid parental leave for the birth or adoption of a child after one year of employment. Leave is paid at 100% of the regular salary and must be taken within six (6) months of the child's birth or placement.

## 401(K) RETIREMENT SAVINGS PLAN

Eligible new hires are automatically enrolled in the 401(k) plan with a pre-tax deferral of 5% of salary. You can elect pre-tax deferrals and/or Roth contributions and can change your contribution elections for any paycheck during the year. Verra Mobility offers a 401(k) matching contribution that is immediately 100% vested. Verra Mobility will match dollar for dollar for the first 4% of your compensation.

## PAID TIME OFF POLICY

Eligible exempt employees participate in flexible time off, providing as much paid time off as needed throughout the year.

Eligible non-exempt employees accrue paid time off beginning on the date of hire.

- » **Less than 3-years of service:** 4.62 hours per pay-period, up to 120-hours per year
- » **3 to 5-years of service:** 5.24 hours per pay-period, up to 136-hours per year
- » **6 to 8-years of service:** 5.85 hours per pay-period, up to 152-hours per year
- » **9+ years of service:** 6.47 hours per pay-period, up to 168-hours per year

## PAID SICK LEAVE (PSL)

Verra Mobility will provide eligible employees with 80 hours of PSL on an annual basis, unless greater annual PSL is required by applicable state or local law. See your employee handbook for policy details.

## OBSERVED HOLIDAYS

- |                                 |                            |
|---------------------------------|----------------------------|
| » TBD - Non-Exempt Employees*   | Floating Holiday (1)       |
| » Wednesday, January 1st, 2025  | New Years Day              |
| » Monday, January 20th, 2025    | Martin Luther King Day     |
| » Monday, February 17th, 2025   | President's Day            |
| » Monday, May 26th, 2025        | Memorial Day               |
| » Thursday, June 19th, 2025     | Juneteenth Day             |
| » Friday, July 4th, 2025        | Independence Day           |
| » Monday, September 1st, 2025   | Labor Day                  |
| » Thursday, November 27th, 2025 | Thanksgiving Day           |
| » Friday, November 28th, 2025   | Day After Thanksgiving     |
| » Thursday, December 25th, 2025 | Christmas Day (Observed)   |
| » Friday, December 26th, 2025   | Discretionary Holiday 2025 |

\* Floating Holiday - US based HOURLY employees are eligible for one (1) Floating Holiday this year that can be used at employee's discretion.

## ADDITIONAL BENEFITS

- Identity Theft Protection
- Pet Insurance
- Verra Perks
- Tuition Reimbursement
- Employee Assistance Program
- Wondr Health
- Headspace On Demand Well Being Support
- Volunteer Time Off